



REPLY TO
ATTENTION OF

**DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FT BRAGG
2175 REILLY ROAD, STOP A
FORT BRAGG NORTH CAROLINA 28310-5000**

IMSE-BRG-EEO

15 September 2008

MEMORANDUM FOR US Army Installation Management Command (IMCOM),
Fort Bragg Garrison Command Personnel

SUBJECT: US Army IMCOM, Headquarters, Fort Bragg Garrison
Command Policy Memorandum #2, Prevention of Sexual Harassment
(POSH)

1. References:

- a. AR 600-20, Army Command Policy, 01 February 2006.
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 09 February 2004.
- d. US Code Title 10, 1561, Complaints of Sexual Harassment.

2. Purpose. To provide guidance to all US Army Installation Management Command (IMCOM), Headquarters Garrison Command, Fort Bragg personnel on the prevention of sexual harassment.

3. Applicability. This policy applies to personnel assigned to or under the operational control of IMCOM, Headquarters, Fort Bragg Garrison Command, to include former employees and applicants applying for employment within IMCOM, Garrison Command, Fort Bragg.

4. Policy.

a. I am totally committed to achieving and safeguarding an environment free of sexual harassment for every employee. I will not tolerate sexually harassing behavior by any member of this command. The prevention of sexual harassment is everyone's responsibility. Leaders at every level must be committed to creating and maintaining an environment that promotes productivity and respect for human dignity. Sexual harassment

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destroys teamwork and negatively affects our ability to accomplish our mission. I charge each individual with the responsibility to maintain a professional attitude, treat others with dignity and respect, and monitor his/her own behavior.

b. Sexual harassment is a form of sex discrimination that violates the law. Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. The victim as well as the harasser may be a woman or a man. The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

c. Civilian employees who feel they are being sexually harassed should request assistance from their chain of command or the Equal Employment Opportunity office. Military personnel and family members should seek assistance from the military Equal Opportunity Office.

d. It is important sexual harassment is clearly understood by every member of this command. Therefore, all Garrison military and civilian personnel will participate in annual mandatory Prevention of Sexual Harassment (POSH) training to identify and prevent inappropriate behavior. Supervisors are responsible for ensuring both military supervisors of civilian employees, and civilian employees attend annual mandatory POSH training. The Garrison Equal Employment Opportunity office is responsible for providing this training.

e. Prevention is the best tool for the elimination of sexual harassment. Leaders must take immediate steps to eliminate any real or perceived allegations of sexual harassment brought to their attention. It is imperative leaders take every step necessary to ensure the work place is free of sexual harassment. I hold supervisors and management officials responsible for setting a good example; actively monitoring the work environment; publicizing and supporting Garrison's POSH

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policy; keeping employees informed of penalties for discrimination; ensuring all employees attend mandatory POSH training; conducting swift, fair inquiries into allegations of sexual harassment, and taking appropriate disciplinary action.

5. As Garrison Commander, I will not condone nor tolerate sexual harassment or any other form of discrimination.

6. This policy memorandum will be issued to new employees during New Employee Orientation (NEO) training, newly appointed supervisors; and permanently posted on all official bulletin boards.

7. Proponent. The Garrison Equal Employment Opportunity office is the proponent of this policy. POC is Director, Equal Employment Opportunity, commercial (910) 396-4017 or DSN 236-4017.

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DAVID G. FOX
COL, SF
Garrison Commander